



Town of Arlington, Massachusetts
730 Massachusetts Ave., Arlington, MA 02476
Phone: 781-316-3000

webmaster@town.arlington.ma.us

Meeting Minutes September

Town of Arlington
Equal Opportunity Advisory Committee

730 Massachusetts Avenue, Arlington, MA 02476
(781) 316-3120

Barbara Boltz, Co-Chair
Adrienne McClure, Co-Chair
Augusta Haydock
Jack Jones
Tricia O'Donoghue
Howard Winkler

Caryn Cove Malloy, Equal Opportunity Officer

Equal Opportunity Advisory Committee
Meeting Minutes
Wednesday, September 9, 2009
7:30 p.m.

Present: Caryn Malloy, Adrienne McClure (Co-Chair), Barbara Boltz (Co-Chair) Tricia O'Donoghue, Howard Winkler, Augusta Haydock, Jack Jones

Also present: Fellow Arlington resident Robin Cohen

Barbara Boltz chaired the meeting.

Meeting Minutes

Adrienne McClure moved approval of the June 10, 2009 minutes as amended.

SO VOTED

Current Job Openings

The Committee discussed upcoming hires in the Police Department and whether or not the Chief would be requesting a protected list for a female or minority candidate. The Committee also discussed that most likely the candidate list for police officer would be composed primarily of candidates for re-employment from all over Massachusetts.

Caryn Malloy told the Committee about a presentation that the Fire Chief plans to do in the area schools to encourage young people, especially those from diverse backgrounds, to investigate a career in the fire service. Along with a computer presentation there will be several open houses at the fire stations for young people to come and ask questions.

Current Bid Projects

The Committee received a signed letter from the President of NEPCCO (Northeast Pipe Cleaning Company) requesting a waiver from the female and minority participation goals; the waiver was granted. A review of the project payrolls indicates that they did have one minority employee on the project.

School Diversity Task Group

Barbara Boltz reported on the last meeting. She reported that Interim Superintendent Kathy Bodie had some very good suggestions for diversity training. The group discussed the possibility of having a minority caucus for teachers and decided to have a coffee hour in the month of October. The next meeting is scheduled for September 23rd when the plans for the coffee hour will be finalized.

Update of Equal Opportunity Plan

The finalized version was approved by the Committee and forwarded to the Town Manager for signature.

Other Business

The Committee discussed state ethics reform and what if any impact it will have on municipal hiring practices.

The Committee reviewed seasonal hiring practices. Caryn Malloy reported that the following was decided:

- That a lottery will be performed for candidates with no previous experience.
- That if returners do not reapply by March 15th they will lose their preference and be added to the larger candidate pool.
- That seasonals who are not asked to return may speak to the Personnel Director with any questions or comments they have.

Adrienne McClure moved to adjourn the meeting at 8:35 p.m.

SO VOTED

A true record. Attest:

Caryn Malloy
Director of Personnel/
Equal Opportunity Officer